



GAO

MAKING a DIFFERENCE for CONGRESS and the NATION

Professional Development PROGRAM

Picture yourself an integral part of GAO's mission to support the Congress in meeting its constitutional responsibilities and to help improve the performance and accountability of the federal government. The GAO Professional Development Program (PDP) will help you contribute your knowledge, skills, and abilities to our mission as you embark on a rewarding public service career as a newly hired entry-level staff member.

How the Professional Development Program Works

In your first 2 years with GAO the PDP includes a combination of on-the-job, computer-based, classroom and other learning and developmental experiences, regular feedback and coaching, and exposure to different projects and management styles. An adviser periodically meets with you to provide guidance and assistance to help you adjust to the organization and GAO's work. Your adviser will help you create an Individual Development Plan (IDP) that identifies your professional goals, outlines your preferred assignments, and sets time frames for attending classroom training. Advisers also talk with managers and supervisors to help ensure that you will receive meaningful feedback, coaching, and on-the-job-learning experiences. In addition, the PDP provides experience-enriching activities, including orientation sessions, speakers programs, "shadowing" of senior staff, congressional hearings, and mentoring. Further, while in the program during your first 2 years you are eligible to receive periodic salary increases based on performance during the program.



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How the Professional Development Program Makes Project Assignments

Project assignments are based on a combination of GAO's needs and your background and interests. The PDP will place you in various project assignments after discussions with you and with GAO's teams' representatives to ensure your exposure to different issues and managers during your first 2 years. You would either (1) be assigned to one team to work on different projects within that team's area of specialization or (2) be rotated among several teams to work on projects in different subject areas. The selected staffing approach depends on your education, experience, and interests, and is decided before you are offered a position at GAO.



Questions?

Call 202 512-4621